## UNITED STATES OF AMERICA BEFORE THE NATIONAL LABOR RELATIONS BOARD

CITY OF REDLANDS Employer

and

Case 31-WH-126470

REDLANDS CIVILIAN SAFETY EMPLOYEES ASSOCIATION Petitioner

## CERTIFICATION OF REPRESENTATIVE AS BONA FIDE UNDER SECTION 7(B) OF THE FAIR LABOR STANDARDS ACT OF 1938

On April 11, 2014, the Redlands Civilian Safety Employees Association (RCSEA) (the Petitioner) filed with the Regional Director for Region 31 of the National Labor Relations Board a request for certification of representative as bona fide under Section 7(b) of the Fair Labor Standards Act of 1938 (FLSA), 29 U.S.C. § 207(b).

On April 15, 2014, the Regional Director served on the parties a Notice to Show Cause why the Board should not grant the request. No response was filed. As the Region's investigation revealed that the Petitioner is the recognized collective-bargaining representative of the unit employees, the Regional Director recommended to the Board that the requested certification be issued.<sup>1</sup>

No party having shown cause why a certification should not be issued, the National Labor Relations Board hereby certifies that Redlands Civilian Safety

<sup>&</sup>lt;sup>1</sup> The record indicates that the Employer is a public sector employer. The collective-bargaining history between the parties has been memorialized since July 1, 2004 by successive Memoranda of Understanding, the most recent of which is effective July 1, 2012 through June 30, 2015.

Employees Association is a bona fide representative, for purposes of Section 7(b) of the FLSA, of the employees of the City of Redlands, California in the following unit:<sup>2</sup>

A unit employee shall be defined as an employee of the City and assigned to the RCSEA unit by the City Manager in accordance with City policies and procedures.<sup>3</sup>

Dated, Washington, D.C., July 1, 2014

By direction of the Board:

Gary Shinners	
Executive Secretary	_

<sup>3</sup> The unit description appears as set forth in the current Memorandum of Understanding between the parties.

<sup>&</sup>lt;sup>2</sup> A certificate of bona fide for purposes of the FLSA does not necessarily establish the right of the organization so certified to be recognized as the exclusive bargaining representative of employees within a particular bargaining unit under the provisions of the National Labor Relations Act. See *County of Alameda*, 322 NLRB 614 (1996).